Dear Partners,

2014 was another year of growth and expansion for Nehemiah. Through the efforts of our amazingly competent staff team, helpful trustees, dedicated volunteers and generous donors, we expanded several of our current programs and laid the groundwork to launch some new ones.

Nehemiah’s presence has never been more important than in 2014. As our local community struggles to find solutions for the racial disparities, Nehemiah serves as a strong reminder that community-based solutions are a powerful antidote for combating these social, economical and educational issues.

At the recommendation of several African American community leaders, Nehemiah has been asked to become the lead managing agency for the Justified Anger Coalition. This responsibility has been both daunting and rewarding. This dubious honor means that Nehemiah now helps to set a community-wide agenda as well as working to fulfill it. This is amazing! We are transforming the face of leadership in our community by holding the broader community accountable for greater equity and diversity while simultaneously building capacity within the African American community.

Nehemiah continues to offer our culturally-relevant and inspiring programs to children, youth and families in our community. We realize that it is never too early—or too late—to begin developing leaders. Thank you for helping us do so.

I am looking forward to experiencing a stronger and more equitable Madison, Wisconsin.

Together Transforming,

[Signature]
ACE - Academic Center for Excellence

Director: Ozanne Anderson
- 57 participants in 2014
- 22 volunteers in 2014
- 3470 hours worked by volunteers in 2014

Program goals
- To provide appropriate training for staff and volunteers working with the Nehemiah ACE Program
- To collect measurable academic data to aid in reporting
- Exposures for our program participants

How we made progress on accomplishing those goals in 2014
- We added a solid 20 hours of training for all of our staff and volunteers
- Students to be calculated for our program measurements for 2015
- Program participants

Two highlights from this year
1. “Revealing our Excellence, Achieving through Discipline” was well received by students and parents. All students learned the leading scripture and were able to apply it to their own self-management strategies.

2. Partnering with the YWCA was a wonderful addition to this year’s ACE. All ACE students received a full month of credited swimming lessons courtesy of the YWCA. Several students and staff learned how to swim for the very first time,

Success story
One of our students shared with us that her confidence level rose in math. She expressed that her time with ACE and the daily math instruction helped her to understand math strategies that she did not know previously. In turn, this student was proud of her hard work at ACE, because it gave her a firm platform for learning for the coming school year.
Community Chaplaincy and Empowerment Services

Director: Gloria Manadier-Farr

- 177 participants in 2014
- 43 volunteers in 2014
- 107 hours worked by volunteers in 2014
- 120 Blacks, (African American)
- 0 Native American/Alaskan American
- 3 of Asian/Pacific Islander
- 28 of White not Hispanic
- 26 of Hispanic

Program goals
One of Primary program goal is to ensure that all communities’ residents have equal and adequate services and access to meet family’s needs to support healthy living that centers on healthy choices in the area of the mind, body, soul, and spirit.

How we made progress on accomplishing those goals in 2014
Through the partnership and ongoing educational support to and with community leaders, the Community Chaplaincy Services was successful in obtaining and meeting required goal of sustainability within neighborhood.

Home Address
655 W. Badger Road,
Madison, WI 53704

Outreach Office
2225 Allied Drive Suite #2,
Madison, WI 53711

Operation Hours
Mondays 11:00 am – 1:30 pm
Thursdays 2:00 pm – 4:30 pm
Apt. As needed
MID - My IDentity

Director: Ozanne Anderson
- 16 participants in 2014
- 3 volunteers in 2014
- 372 hours worked by volunteers in 2014

Program goals
- To have active MID programming in area Middle and high schools
- To provide on-site Leadership Development Programming throughout the year
- To be an employment/community engagement resource for students participating in our programming
- To provide summer academic coaching and mentorship programming for participating students

How we made progress on accomplishing those goals in 2014
- MID provided over 2600 hours of volunteer opportunities for participating students through the Nehemiah ACE program
- MID stipend 4 of its participants for summer employment
- MID provided leadership development training during the spring months of 2014

Two highlights from this year
1. 4 of MID participants graduated to Senior Status in our programming
2. MID provided students with over 2600 hours of volunteer opportunities through other Nehemiah Programs

Success story
Mid students were given the opportunity to plan, execute, and secure a day’s worth of programming for Nehemiah’s ACE Program. They were assisted by coaching adults, but were successful in their leadership of the day’s activities.
BROTHER

Director: Anthony Ward

- 24 participants in 2014
- 2 volunteers in 2014
- 20 hours worked by volunteers in 2014

Program goals

• Develop the boys’ talents and leadership skills
• Increase the boys’ self-esteem through building positive racial identities
• Increase the boys’ success in high school
• Increase the boys’ success in post-secondary education
• Increase the boys’ success in the workplace (higher wages/better opportunities)
• Increase the boys’ families’ wealth and stability.

Program Information (i.e. location(s), days, times)
Sherman – Tuesdays at 2
Wright – Tuesdays at 11:30

How we made progress on accomplishing those goals in 2014
This is a new program so is just getting started. We will look forward to seeing how we make progress toward these goals in 2015.
LIGHT - Learning Is our Greatest Hope for Tomorrow

Director: Jael Currie

- 40 participants in 2014
- 7 volunteers in 2014
- 76 hours worked by volunteers in 2014

Program goals
At LIGHT, we strive to provide high school students a solid foundation for success by providing academic enrichment, leadership development, and empowerment. We seek to enable them to set goals, and provide support and resources to achieve these goals. We also seek to build trusting relationships between students and tutors/staff.

How we made progress on accomplishing those goals in 2014
LIGHT services were offered in two high schools (East and West) and highly focused on academic enrichment. We recruited volunteer tutors with study/interest areas in subjects students identified they struggled (Math, English, Spanish). We had student’s complete pre-program evaluations to gather what areas were meaningful to them, and then used these evaluations to develop program services/topics. We made connections with academic teachers, advisors, and athletic coaches as a means to thoroughly communicate to support student and athlete needs, as well as advertise the program at its goals.

Two highlights from this year
1. Due to transitions in program oversight, LIGHT at West High School was not implemented at the beginning of the school year. However, administrative staff at the school contacted our office and stated students were directly requesting LIGHT services!
2. Two students who have regularly attended LIGHT at East have achieved their vocational goals by gaining employment at a local factory. These students worked proactively with LIGHT tutors to investigate employment resources and interviewing techniques for youth during LIGHT sessions.

Success story
One of our West High Students “DL” was failing 2 classes at the beginning of the 2nd quarter. She came to LIGHT one day very emotional about her eligibility to play in an upcoming basketball game that was occurring on her birthday. She stated she didn’t know why she was failing, however 2 of our tutors quickly helped her realize some shortcomings. The student was not accurately keeping track of her assignments or utilizing resources from her Infinite Campus. She also had no system of organization to separate her classes and classwork. One of our tutors was able to connect with the teacher of one of the classes the student was failing and worked to get the students missing worksheets/assignments. Within 2 weeks, DL’s grades climbed from F’s to C averages with the potential to raise even more!
MIYC - Madison Inspirational Youth Choir
Director: Julia Saffold & Jasmine Zapata

- 19 participants in 2014
- 8 volunteers in 2014
- 577.5 hours worked by volunteers in 2014

Choir consists of youth ages 12 years and older with adult participant leaders. Adult participants serve in leadership roles (Ex. choir section leader, musician, administrative, refreshments, mentor, transportation, etc.)

Weekly rehearsals are held on Saturdays @ 1:00 PM Fountain of Life Covenant Church 633 Badger Road, Madison WI.

Program goals
1. A major goal in 2014 was to transition the choir from our headquarters at Allied Boys & Girls Club to the South Madison Cultural Center at Fountain of Life to form an “all-city” youth choir.
2. To build and develop strong leadership skills within our group and to see tangible evidence that we have impacted the lives of both our participants as well as those we serve in the community.

How we made progress on accomplishing those goals in 2014
We successfully transitioned our headquarters to Fountain of Life Church and as a result, have gained more youth presence from outside of the Allied neighborhood. However, our number of participants from Allied neighborhood has dropped since we’re no longer within walking distance. We are currently working on plans to revamp our recruiting campaign in this and other communities. We have been able to build upon the healthy living and self esteem component of our “empowerment piece” by continuing with our all girls “Phenomenal Women” sleepovers (hosted and led by our Program Director, Jasmine Zapata) for the young ladies in our group. These sleepovers center around the poem, “Phenomenal Woman”, by Maya Angelo. They generate delicate discussions about loving ourselves and recognizing/valuing inner beauty. Jasmine’s aim has been to work on helping our young ladies translate the meaning of this poem and how it incorporates into their lives. The girls also talk about ways they can support each other. These sleepovers started out being planned for once or twice yearly, but due to an overwhelming request from our young ladies to have a venue to talk out their sensitive issues, our plan is to have them more frequently. We also began a similar, but smaller scale interaction for the young men in our group by having them go out to eat with our male leaders and have life discussions at the table. They had a few outings and reported that they engaged in meaningful conversation. We are planning to build upon a “one-on-one” as well as “group” male mentoring component in the upcoming year. Also, in regards to our goal of raising up leaders, we’ve assigned leadership roles to some of our youth to help develop and grow them in various areas of leadership. We’ve assigned certain tasks such as: helping plan events, opening/closing the rehearsals in prayer, recapping group announcements, helping plan refreshments, etc. We hope to make more structured leadership positions for the members this year to better develop these skills.

continued on next page
Two highlights from this year

1. We added a new lead choir director, Dantrell Cotton. Dantrell is currently a grad student at UW and has brought a new energy to the MIYC as our new director. Last year, He successfully served as co-director of the UW Gospel Choir before graduating. He has worked also in the development of a young adult praise team at the church he previously attended before coming to Fountain of Life.

2. In one of our Saturday rehearsals, one of our adult leaders announced to the group the discouraging news that she had just been diagnosed with breast cancer. She had sadness in her face, but expressed her confidence that God would be able to bring her through. It was so meaningful that we had grown to be such a family that she was able to share this sensitive information with the choir. An especially meaningful moment was during that same rehearsal, we were singing a song about “God is fighting for us” and she began to cry. During the song, the group just kind of gathered around her and held her hand, while continuing to sing, creating such a bond of support through the words of the song. It was an awesome feeling to know that we can encourage one another in the process of working to encourage the community through our songs; and that we can actually do have a powerful and uplifting impact upon people’s lives. We certainly did that day.

Success story

A meaningful story of success was captured in one of our rehearsals last year when one of our adult male choir leaders shared his story about how joining our choir was the beginning of a complete turnaround in his life; when God began to change his life for the better. He was reminiscing about how much the choir is like a family to him and how we took him in when he was in a very rough place in his life. He was involved in very negative things and hanging around the wrong crowd. He was lost in life and felt he did not belong. He was approached by Julie/Jasmine on their initial campaign to recruit choir members back in 2011 when they were passing out flyers at the Boys & Girls Club in Allied. He decided to join at that time, and was welcomed with open arms. He says that the love he received was life changing. He also expressed how our choir theme “Spreading the message of Hope, Strength & the Power to Overcome” encouraged him, as well as our uplifting and positive rehearsals, helped him get his life back on track. His testament was that it gave him hope again. Now he is a leader in the choir & singing solos. He has joined Fountain of Life Church where he is active in ministry. He works in the community on his job to help kids who are homeless and have rough lives and has started his own business among other tremendous things. He attributes much of this success to joining the choir and connecting with a family of people who believed in him and supported him. It was amazing for him to share this particular testimony because it shows that even though we may not have large numbers on our choir roster, the work that we are doing is very meaningful and is impacting people’s lives. His testament is that the direction he was going in life before coming to the choir has completely changed as a result of his joining.
Nehemiah Center for Justice & Reconciliation
Director: Karen Reece
- 64 participants in 2014
- 0 volunteers in 2014
- 0 hours worked by volunteers in 2014

**Program goals**

1. To increase knowledge of the general public of issues related to mass incarceration through educational workshops.
   - **Metric:** Indication of increased understanding of specific topics through post-workshop evaluations.
   - **Progress:** I only ran 2 workshops this year due to Justified Anger. The majority of workshop attendees indicate that they learned information they did not previously know, and/or learned of new resources to share with others.
   - **Metric:** Number of workshop participants
   - **Progress:** Number of participants was good (~30/workshop) this year. Renewed interested due to Justified Anger.

2. To increase collaboration with community partners
   - **Metric:** Record of contacts, collaborative events or invited speakers
   - **Progress:** Did not have any invited speakers, but in collaboration with JA work, had several networking meetings with researchers at UW, Dane County, City of Madison, and non-profit organizations.

**How we made progress on accomplishing those goals in 2014**

In one of my workshops, it appeared there was only one black attendee. She made a comment at the end about wishing more black people would attend these events. A man spoke up in the room saying that she was not the only black person there, but that he was mixed (though you would have guessed he was white). That led to a discussion about his unique experiences looking white in a black family from the south. We had good discussion on race.
FINANCIALS at Nehemiah
## Income

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<th>INCOME</th>
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<td>Grant</td>
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<tr>
<td>Donations</td>
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<tr>
<td>Rent</td>
<td>101,611</td>
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<td>Other</td>
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**Total** = $501,494
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<th>PROGRAM SERVICES</th>
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<tr>
<td>Justice and Reconciliation</td>
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<tr>
<td>Youth Leadership</td>
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<td>Justified Anger</td>
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<td>Neighborhoods</td>
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<td>Emerging Leaders</td>
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<tr>
<td>Arts and Culture</td>
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**Total Program Services Expenses** = $398,182

**Management and Fundraising Expenses** = $99,546

**Total Expenses** = $497,728
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<th>NET INCOME</th>
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<tr>
<td>Net Income</td>
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<tr>
<td>Borrowings</td>
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<td>Debt Service</td>
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**Net income and change in Debt Service** = $-5766.47
## Debt Analysis

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<td>Due to FOL</td>
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<td>FCI Mortgage</td>
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**Total** = $25,000
### Payments

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<td>-8558.36</td>
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<td>25,000</td>
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**Total Payments** = $398,182

**Net** = $25,000
FRIENDS of Nehemiah
PEOPLE & PARTNERS

BOARD OF DIRECTORS

Rev. Dr. Alexander Gee, Jr.
President, Nehemiah Center for Leadership Development Pastor, Fountain of Life Family Worship Center

Eric A. Farnsworth
Attorney, DeWitt Ross & Stevens, S.C.

David A. Hart III (term ends 10/13)
Assistant Attorney General, State of Wisconsin

Kirbie Mack Retired

Carrie Vanderford
VP-Lending Services, Forward Community Investments

Anthony Ward
Police Officer, City of Madison

STAFF

Rev. Dr. Alexander Gee, Jr., President and Founder
Rich Henderson, Executive Manager
Autumn Swain, Director of LIGHT
Gloria Manadier-Farr, Director of Chaplain Services
Jerome Dillard, Director of Reentry & Advocacy Services
Julia Saffold, Director of the Madison Allied Community Gospel Choir Karen Reece, Director of the Nehemiah Center for Justice & Reconciliation Ozanne J. Anderson, Director of ACE

Aaron Hicks, Reentry Associate
Jacquesha McFarlane, Communications
Jasmine Zapata, Assistant Director, Madison Allied Community Gospel Choir
Karmen Lofton, Assistant to the Director of Reentry & Advocacy Services
Kira Hogan, Assistant to the Director of ACE

Willie Love, Nehemiah House Manager

COMMUNITY COLLABORATIONS AND PARTNERSHIPS

Fountain of Life Church (folmadison.org)
African American Council of Churches
Allied Wellness Center (alliedwellnesscenter.org)
Alpha Phi Alpha
Bakke Graduate University (bgu.edu)
Boys & Girls Club of Dane County (bgcdc.org)
Christian Community Development Association (ccda.org)
Dane County Department of Human Services (danecountyhumanservices.org) Edgerton Gear (edgertongear.com)
InterVarsity Christian Fellowship (intervarsity.org)
Joining Forces for Families
Lilada’s Livingroom (lilada.org)
Madison Area Churches, notably: Assumption Greek Orthodox, Christ Presbyterian, Covenant Presbyterian, Damascus Road, Door Creek Evangelical Free, Fountain of Life, and Gateway Community
Madison Metropolitan School District (madison.k12.wi.us)
Second Harvest Foodbank (secondharvestmadison.org)
United Way of Dane County (unitedwaydanecounty.org)
University of Wisconsin (wisc.edu)
Urban League of Greater Madison (ulgm.org)
Wisconsin Department of Corrections

VOLUNTEERS

Nehemiah is largely run through the contributions of dedicated volunteers.

Thank you to all of you who have spent your time and talents—we appreciate those who have served for a few hours or who have given their time for months or years.

We know that our participants and the community have benefited from the fruit of your efforts and talents.
Nehemiah’s success depends on our partners who volunteer, advocate, support, pray, and give financially to enable these efforts to foster hope, justice, and transformation.

Join us in praying, learning, and engaging Madison’s communities, schools, neighborhoods, government agencies, and employers. Sign up for email newsletters and follow Nehemiah’s Facebook page. Give financially as you are able.

Find ways to do these at http://nehemiah.org
Look for the donation button.

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WI 53713 608-257-2453
www.nehemiah.org
info@nehemiah.org